

Module 12

Demonstration Projects Using the DCPDS

Module Overview

Purpose

This module provides information you need to manage the demonstration projects that test new ideas in human resource management. Currently, there are seven DoD Demo Projects in effect as outlined in the Chapter Titles of this Module.

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Terms

Term	Definition
CCAS	Contribution-Based Compensation and Appraisal System
CCS	Contribution-Based Compensation System
FEPCA	Federal Entitlement, Pay, and Compensation Act
GPPA	Guide to Processing Personnel Actions

Before You Begin

Demo Projects:

- Provide a structure for testing change in the government's personnel management system.
 - Are the vehicles an agency or organization uses to obtain the authority to waive existing personnel law and regulations in order to propose and test interventions for its own personnel management system.
 - Have rules for personnelists that can be very different from those applying to civil service positions in general.
 - Have unique pay plans.
 - Have the same Demo Project - CCAS Flexfield, if they use the CCAS area.
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Before You Begin (continued)

Employees in Demo Projects:

- Are Appropriated Fund employees.
- Are not entitled to pay retention.
- Are entitled to maintain their existing rate of pay if affected by a Reduction in Force (RIF) or placed through the Priority Placement Program (PPP).
- Are entitled to all FEPCA entitlements (e.g., relocation and recruitment bonuses, retention allowances, and supervisory and staffing differentials).
- Have a step of “00” in their records.
- Can be placed on a Detail (See Processing a Detail, in Module 4, Staffing Using the DCPDS).

Employee actions:

- Have all normal RPA processes and NOAs used, except NOAs 892 (QSI) and 893 (WGI).
 - Have one customized NPA (SF-50) that is shared by all demo projects.
 - Will print customized NPAs, but you must deselect the check box on the **Routing** Window of the RPA.
 - Should reflect the Demo Pay Plan instead of the GS Pay Plan in the **From** and **To** Regions; and the **Grade** should print as a Roman Numeral in the **From** and **To** Regions instead of a number; e.g., “II” vs “02,” on all Demo NPAs.
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Demo Project Location Codes

Code	Description
1	China Lake Demo Project
2	NISE Demo Project
3	NSWC/NUWC Warfare Centers
4	NRL Demonstration project
A	AF Laboratory Personnel Demo
Q	Army Laboratory Personnel Demo

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Demo Project Pay Plans

Demo Pay Plan	Description
DA	Demonstration Administration (Navy)
DB	Demonstration Engineers and Scientists (Army)
DE	Demonstration Engineers and Scientists Technician (Army)
DG	Demonstration General (Navy)
DJ	Demonstration Administration (Army)
DK	Demonstration General Support (Army)
DP	Demonstration Professional (Navy)
DQ	Demonstration Artisan Leader
DR	Demonstration Scientists and Engineers (Air Force)
DS	Demonstration Specialist (Navy)
DT	Demonstration Technical (Navy)
DV	Demonstration Artisan (Army)
DW	Demonstration Schedule A (GS Employee)
DZ	Demonstration Artisan Supervisor (Army)
NC	NRL Administrative Support
ND	Demonstration Scientific and Engineering
NG	Demonstration General Support
NH	Business Management and Technical Management Professional
NJ	Technical Management Support
NK	Administration Support
NO	NRL Administrative Specialist/Professional
NP	NRL Science and Engineering Professional
NR	NRL Science and Engineering Technical
NT	Demonstration Administrative & Technical (Navy)

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Demo Navigation Paths

ORACLE LEFT PROMPT NAME	NAVIGATION STEP 1/ STEP 2/STEP 3/STEP 4	NAVIGATION STEP 5/6, etc.	HOW TO UPDATE
CCS Demo Evaluation	People/Enter and Maintain/Special Information/	NRL Demo Project - Navy/	Data element updatable or use RPA
NRL Maint Pay Expire Date	People/Enter and Maintain/Extra Information/	Navy NRL Maint Pay Info	
NRL Maintained Pay Flag	People/Enter and Maintain/Extra Information/	Navy NRL Maint Pay Info	
CCS Assessment Score Eff Dt (ALL AGENCIES)	People/Enter and Maintain/Special Info/Demo Project - CCAS/	Click in details box	Data element updatable or input with RPA
CCS Actual Score (ALL AGENCIES)	People/Enter and Maintain/Special Info/Demo Project - CCAS/	Click in details box	Data element updatable or input with RPA
CCS Expected Score (ALL AGENCIES)	People/Enter and Maintain/Special Info/Demo Project - CCAS/	Click in details box	Data element updatable or input with RPA
CCS Actual Salary Increase (ALL AGENCIES)	People/Enter and Maintain/Special Info/Demo Project - CCAS/	Click in details box	Data element updatable or input with RPA
CCS Salary Contrib Pool (ALL AGENCIES)	People/Enter and Maintain/Special Info/Demo Project - CCAS/	Click in details box	Data element updatable or input with RPA
CCS Delta-X (ALL AGENCIES)	People/Enter and Maintain/Special Info/Demo Project - CCAS/	Click in details box	Data element updatable or input with RPA
Actual Score	People/Enter and Maintain/Special Info/	Demo Project-AF	Data element updatable or use RPA
Demo Location Code	Work Structures/Position/Description/ query for posn needed/	Others/Extra Position Information/Demo Project Information	Not data element updatable -- use Work Structures
Demo SAC	Work Structures/ Position/Description/Position	Others/select agency/Extra Position Information/Navy	Not data element updatable -- use Work Structures
Demo OGC	Work Structures/ Position/Description/Position	Others/select agency/Extra Position Information/Navy	Not data element updatable -- use Work Structures
Cont Pay Eff Date	People/Enter and Maintain/Special Information/	Demo Project-Navy Warfare Labs	Data element updatable or use RPA
Cont Pay Amount	People/Enter and Maintain/Special Information/	Demo Project-Navy Warfare Labs	Data element updatable or use RPA
Cont Pay Point Value	People/Enter and Maintain/Special Information/	Demo Project-Navy Warfare Labs	Data element updatable or use RPA

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Demo Navigation Paths (continued)

ORACLE LEFT PROMPT NAME	NAVIGATION STEP 1/ STEP 2/STEP 3/Step 4	NAVIGATION STEP 5/6, etc.	HOW TO UPDATE
Cont Pay Percentage	People/Enter and Maintain/Special Information/	Demo Project-Navy Warfare Labs	Data element updatable or use RPA
Dt Last Bonus Pd	People/Enter and Maintain/Special Information/	Demo Project-Navy Warfare Labs	Data element updatable or use RPA
Bonus Amount	People/Enter and Maintain/Special Information/	Demo Project-Navy Warfare Labs	Data element updatable or use RPA
Bonus Point Value	People/Enter and Maintain/Special Information/	Demo Project-Navy Warfare Labs	Data element updatable or use RPA
Bonus Percentage	People/Enter and Maintain/Special Information/	Demo Project-Navy Warfare Labs	Data element updatable or use RPA
NRL Maint Pay Expire Date	People/Enter and Maintain/Extra Information	FND_DATE4	
NRL Maintained Pay Flag	People/Enter and Maintain/Extra Information	V_NV_MAINT_PAY_EXP_DT/FND_DATE4	
Actual Score	People/Enter and Maintain/Special Information/	Demo Project-Army	Data element updatable
Perf Pay Increase	People/Enter and Maintain/Special Information/	Demo Project-Army	Data element updatable
Type Pay Increase	People/Enter and Maintain/Special Information/	Demo Project-Army	Data element updatable
Pay Plan (Perm pay plan for Navy Demo)	People/Enter and Maintain/Special Information/	Demo Project - Navy	Data element updatable or use RPA
Bonus Reason	People/Enter and Maintain/Special Information/	Demo Project - Navy	Data element updatable or use RPA
Grade (Perm Grade for Navy Demo)	People/Enter and Maintain/Special Information/	Demo Project - Navy	Data element updatable or use RPA
Step (Perm Step for Navy Demo)	People/Enter and Maintain/Special Information/	Demo Project - Navy	Data element updatable or use RPA
Performance Constraint Ind	People/Enter and Maintain/Special Information/	Demo Project - Navy	Data element updatable or use RPA
Increments Held	People/Enter and Maintain/Special Information/	Demo Project - Navy	Data element updatable or use RPA
Bonus Indicator	People/Enter and Maintain/Special Information/	Demo Project - Navy	Data element updatable or use RPA
Demo Pay Plan (for use by ALL agencies -ACQ Demo & AF Lab Demo)	Work Structures/Position/Description/Query for posn needed/	Others/select agency-click OK/Extra Position Information/Demo Project Information	Not data element updateable -- use Work Structures
Demo Broadband (for use by ALL agencies -ACQ Demo & AF Lab Demo)	Work Structures/Position/Description/Query for posn needed/	Others/select agency-click OK/Extra Position Information/Demo Project Information	Not data element updateable -- use Work Structures

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Demo Navigation Paths (continued)

ORACLE LEFT PROMPT NAME	NAVIGATION STEP 1/STEP 2/STEP 3/Step 4	NAVIGATION STEP 5/6, etc.	HOW TO UPDATE
	Work Structures/Position/Description/Position	POEI_ATTRIBUTE2	US Government Position Valid Grade Info
	Work Structures/Position/Description/Position	POEI_ATTRIBUTE3	US Government Position Valid Grade Info
Bonus Year (for use by AF Lab Demo Only)	People/Enter and Maintain/Extra Information/	Air Force Demo Bonus Information	
Bonus Amount (for use by AF Lab Demo Only)	People/Enter and Maintain/Extra Information/	Air Force Demo Bonus Information	

Stand Alone Files (Submitted by Components)

The Demo Projects are supported by annual submissions of ASCII files for salaries and bonuses from Components. Examples are the files produced by the contractor that calculate pay and create the end user files for the Air Force. The files are loaded to a “staging table” for processing mass changes to alleviate the workload on the HR community. The following describes those stand alone files and the processes they support:

Component	Source	Files	Process
Air Force - (4 ASCII files) - used for: <ul style="list-style-type: none"> AF Lab Demo DoD Acquisition Demo Pay 	DoD Contractor	1. New bonus amounts for each record	AF Bonus Demo Payout
		2. New Salary amounts for each record	AF Mass Salary Payout
		3. CCS Update	AF Mass CCS Update
		4. Appraisal Info	AF Appraisal Input
Army	N/A	N/A	N/A
Navy	N/A	N/A	N/A

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